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CHFS FOCUS

Employee Recognition Month

CHFS Focus Employee Spotlight: Lanny Taulbee, KCCVS Disabilities Coordinator

Lanny Taulbee, the new disabilities coordinator for KCCVS, said he's been training for his position all of his adult life.

"It's awesome when you find a career that you're perfectly suited for," Taulbee said.

Taulbee was diagnosed with juvenile rheumatoid arthritis at the age of 7 and by the time he was 10, he could no longer walk and used a tricycle to get around. Taulbee attended high school with the help of a wheelchair purchased through an educational program. After high school, he underwent a series of surgeries that enabled him to walk with the use of crutches.

Taulbee majored in fine arts at the University of Kentucky, studied advertising design at the Art Institute of Ft. Lauderdale and majored in architectural technology at Lexington Community College. He has worked as a paste-up artist in the display advertising department for a daily newspaper; assisted the editor of the Kentucky Cattlemen's Association's monthly membership magazine, the Cow Country News; and worked in other art-related positions.

Artistically, Taulbee's skills are versatile, employing the use of oils, watercolor, acrylics and pencil and ink. His work has been featured in a number of gallery and show exhibits. In 2001, he participated in The Guild's first exhibit at Barnes and Noble Booksellers and in 2002 he was chosen through a juried selection process to exhibit his works at the Kentucky Appalachian Artisan Center in Hindman. Taulbee's work also has been shown in exhibits sponsored by Louisville's Center for Accessible Living and in 2003 he received best in category honors and his work "Horse Gazing" received the People's Choice Award at The Guild's Singletary Center exhibit.

During his education, training and previous employment, Taulbee found help and support through various programs, including Medicaid, food stamps, supplemental security income, Social Security disability income and services from the Office of Vocational Rehabilitation. Sometimes things went smoothly, but often, he said, "it was a nightmare, dealing with changes in policy, overpayments and disqualifications."

"Now I can utilize all that I've learned through first-hand experience to assist others in my position at KCCVS," he said. "As disabilities coordinator, I will be encouraging



other persons with disabilities to take a chance and further enrich their lives by becoming AmeriCorps members. All the while, I will be watching out for them to see that their needs are addressed while completing their terms of service, and guiding them through the maze of disability-related services."

CHFS Focus Program Spotlight: Kentucky Oral Health Program

Working to promote a lifetime of oral health throughout the Commonwealth

By Barbara Fox

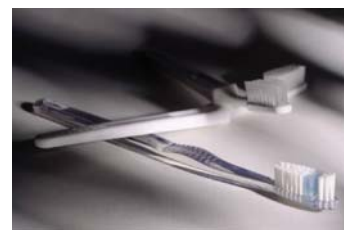
The Kentucky Oral Health Program (KOHP) has a history dating back to 1928, when Kentucky

became the third state in the nation to establish a public dental health program with the Department for Public Health. Since its conception, KOHP has been working closely with partners throughout the state to address the diverse oral health needs of Kentucky's residents.

James Cecil III, D.M.D., M.P.H., has been serving as administrator of the Oral Health Program since January 2001. "My personal goal is to see regional centers for oral healthcare located across the state, assuring that good dental care is available to everyone," said Cecil. Access to quality oral healthcare for children is a top priority for Dr. Cecil and his entire staff. "Children are key to a future of good oral health here in Kentucky," Cecil said. "Teaching young people the importance of good dental habits is part of our strategy, along with primary preventive care tools such as community water fluoridation, fluoride varnishes and protective dental sealants. By attacking Kentucky's oral health challenges from both of these directions, we feel we can make a difference."

The numerous programs and projects of the KOHP include;

- Community and Rural School Water Fluoridation Program – Community water fluoridation is one of the most important aspects of the KOHP. Including both fluoride enforcement and surveillance, the fluoridation team travels throughout the state monitoring public water systems from Pikeville to Paducah. Ninety percent of all Kentucky residents receive optimally fluoridated water and the remaining 10 percent have wells, cisterns or springs as their water source. Bob Murphy, manager of the community and rural school water fluoridation program, is responsible for assuring that communities and schools in



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the state are in compliance with state regulations and maintain optimal fluoride levels. "With a staff that has almost 100 years of water fluoridating experience, it is easy to see why Kentucky is ranked first of all 50 states in the percentage of community water systems that deliver fluoridated water to their communities," said Murphy. Additional community and rural school water fluoridation program staff includes Gerald Luttrell, Wayne Adams, Don Miniard and Kenny Evans. Freda Chapman, administrative assistant for the Oral Health Program, provides administrative support to the Community Fluoridation Program.

- **KIDS SMILE Oral Screening and Fluoride Varnish Program** – Through funding provided by the KIDS NOW! Early Childhood Initiative, certified RNs and LPNs from local health departments and the Commission for Children with Special Health Care Needs screen children for oral disease and apply fluoride varnish to strengthen tooth enamel. During August, local health professionals applied over 3,000 applications to children under the age of 5 in a single month. This program is made possible through a partnership with the University of Kentucky College of Dentistry.
- **Dental Sealant Program** – Working with select local health departments, this program provides protective dental sealants for children's permanent molars and was made possible through the cooperation of local dentists and dental hygienists.
- **Fluoride Supplement Program** – This program provides free fluoride supplements to families who are not currently residing on fluoridated water systems by working with physicians, dentists, local health department staff and other providers. Linda Grace Piker serves as coordinator of the fluoride supplement program and also works with oral health education.
- **Oral Health Education** – Oral health education is provided for communities and health professionals alike at health fairs, annual campaigns and community activities.
- **Children's Oral Health Surveillance** – Working with the UK College of Dentistry, the KOHP has designed and piloted a children's oral health visual screening survey tool and data collection system. With surveillance expected to begin in Spring 2006 and continue annually, this screening tool is funded through the Maternal and Child Health Bureau, Health Resources and Services Administration (HRSA).
- **Dental Workforce Analysis** – In cooperation with the University of Louisville School of Dentistry and School of Public Health and Information Sciences, research analysts are examining dental provider levels from the past decade in Kentucky to project future needs for the Commonwealth.
- **Oral Health Surveys** – In the past five years, the KOHP has completed oral health surveys for children and

adults. A new survey to measure the oral health needs of Kentucky's elder population will be completed this fall. Robert Henry, D.M.D., assistant director for the KOHP, is currently the director of the statewide oral health survey of the elderly.

Lorie Wayne Chesnut works closely with oral health data and serves as the KOHP grant activities coordinator. In addition to grant writing, her public health interests include program evaluation and surveillance.

By working with partners throughout the state, the Oral Health Program has developed a strategic planning process to address the unique needs of Kentucky. This plan would not have been possible without the support of local health departments, regional universities, private dental providers, outreach and educational agencies, faith communities and private businesses. "Partnerships have been key to the success of the KOHP," said Cecil. "We can't do it alone. We need all of our partners – traditional and non-traditional – working side by side with us if we are to be successful in improving the dental health of our citizens. The support that I have experienced since coming to this office in 2001 has been exceptional and I am privileged to be able to work with so many dedicated partners."

Now that is definitely something to smile about!

Employee Recognition Month Feature Profile - Focus on Administrative and Fiscal Affairs

In observance of Employee Recognition Month, each issue of CHFS Focus during the month of October will profile one of the Cabinet's four main program areas: Administrative and Fiscal Affairs, Human Services, Children and Family Services and Health.

Administrative and Fiscal Affairs comprises a host of programs, services and responsibilities that manage personnel and professional development issues and keep the physical operations of the Cabinet for Health and Family Services running smoothly.

The Travel Reimbursement Branch processes more than 3,500 in-state vouchers per month as well as out-of-state vouchers, direct billings, inter-accounts and in-state meetings. The branch has reduced travel reimbursement turnaround time from four weeks to two weeks and



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initiated a new process to improve motor pool activity efficiency and tracking.

Thank you for making a difference!

The Facilities Management Branch is responsible for development of the Cabinet's six-year capital plan. Work on the 2006-2012 capital plan was completed in April and involved review of more than 66 projects and coordination with all Cabinet agencies.

The Facilities Management Branch is to be commended for accomplishing this demanding task and never losing sight of benefits the plan can provide.

At this time of year, it's more the rule than the exception to find budget staff hard at work long after regular working hours

Our hats are off to all those who put in countless hours to prepare the Cabinet's biennial budget proposal.

The Office of Contract Oversight is ever-changing and improving. During its first year of operation, the office helped the Cabinet save more than \$4 million and recently conducted training sessions for CHFS agencies and improved accountability measures while continuing to procure the goods and services necessary to meet the Cabinet's needs.

For efficiency and service to the Cabinet, we salute the Office of Contract Oversight.

The Office of Human Resource Management now has 24-hour access to interpretation services in 166 languages as part of the Cabinet's efforts to providing language access to customers with limited English proficiency. The Language Access Section now has three full-time Spanish interpreters and is well on its way to reduce language barriers to ensure LEP clients receive needed services.

¡Buen trabajo y gracias, Language Access Section!

OHRM continues to be a personnel services leader by standardizing documentation and adopting "best practices" in the hiring and selection process. These efforts have resulted in a very effective process and positive feedback.

Thank you, OHRM.

In fall 2004, OHRM made significant improvements in the statewide Employee Performance Evaluation System to ensure managers provide quality professional development and thorough feedback. The goal is to focus on enhanced

skills development and increased support for excellence among the CHFS workforce.

Congratulations, Employee Performance Evaluation staff for creating this outstanding process.

In January 2005, the Cabinet initiated a strategic planning process to ensure efficient resource management and delivery of quality outcomes through development and validation of data-driven performance indicators for all Cabinet offices, departments and divisions.

Everyone should be proud of the hard work that went into this accomplishment.

CHFS management training has been significantly upgraded to incorporate adult learning theory best practices to accommodate the different ways adults learn and process information. Online courses and videos also have been added to the training array to offer more supervisors the appropriate training in the most timely and cost-effective way.

Thanks to our training staff for providing these necessary resources.

The Eligibility Systems Management Branch in the Office of Information Technology delivers exceptional service every day, but that was especially true recently. After Hurricane Katrina, program and service eligibility systems needed to be modified to serve evacuees who needed food stamps, KTAP and Medicaid. Although already on a tight deadline to implement the new claims debt management system, staff stayed late the Friday before Labor Day weekend to make sure the system modifications were completed to serve hurricane victims and meet their regular assignment deadlines.

Thanks to these employees for going above and beyond the call of duty.

Picture this: 10,453 users versus 50 workstation technicians or one technician for every 209 users. Not many people would take those odds, but the Office of Information Technology manages the task. The office recently undertook a massive computer system upgrade that required staff to work on every machine in the Cabinet at all 411 sites throughout the state. By working together as a team, following directions and making this mission its top priority, OIT staff accomplished this feat in less than four months.

Thanks, OIT, for your hard work and dedication in seeing this task through to its successful completion.

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CHFS Continues to Recognize October as Employee Appreciation Month

Summaries and photos of the employee recognition events, healthy recipes and links to health and nutritional information will be available online at:

http://cfcnet.ky.gov/Agencies/ohrm/Employee_Recognition/Committee/ERC_index.asp.



AmeriCorps is administered in Kentucky by the Kentucky Commission on Community Volunteerism and Service (KCCVS) in the Cabinet for Health and Family Services.

Before administering the oath of service, CHFS Secretary James W. Holsinger Jr., M.D., commended the inductees, noting their decision to serve preceded the mass national service movement triggered by Hurricane Katrina.

"Before the collective heart of America went out to people devastated by Katrina, your hearts went out to your fellow Kentuckians who are struggling, who have unmet needs, whose potential and success may not be achieved without someone's help," Holsinger said.

Kentucky AmeriCorps members have a substantial and enduring impact on the people and communities they serve. For instance, in schools with AmeriCorps tutoring programs, reading scores have consistently improved at least two reading levels to as much as two grade levels.

The values and priorities many members develop or strengthen during their AmeriCorps service often remain with them for life, said KCCVS Director Eileen Cackowski.

"As much good as they do for their fellow Kentuckians, as much of a difference as they make in the lives of others, AmeriCorps members consistently tell me they gain far more than they give in terms of a sense of personal and civic responsibility," Cackowski said.



AmeriCorps launches new year of service in Kentucky

The sun shone and the first true hint of autumn added a crispness to the morning air on Sept. 30 as 193 Kentuckians marched up the steps of the state Capitol and took an oath to get things done in Kentucky.

The annual AmeriCorps launch and induction ceremony marks the beginning of a year of community service for members who will tutor children, mentor youth, offer housing counseling to homeless families, support homeland security efforts, deliver meals and other services to seniors and generally respond to unmet local needs in communities across the state.

Referred to as the "domestic Peace Corps," AmeriCorps provides service opportunities to members on a full-time (1,700 hours of service per year) or part-time (900 hours) basis. In Kentucky, AmeriCorps members are assigned to any of nine programs operating throughout the state to help communities address education, public safety, homeland security, the environment and other human needs.

Upon successful completion of their service commitments, AmeriCorps members receive a \$4,725 educational award to further their education or pay back school loans. Since 1994, AmeriCorps members have invested more than \$10 million worth of education vouchers. They also gain valuable work experience and training.

Full-time AmeriCorps members receive a living allowance of \$10,600 per year, roughly minimum wage, for 1,700 hours of service. They also receive health insurance and child care assistance based on eligibility.

AmeriCorps members must be at least 17 years old at the time of enrollment; must be United States citizens, a U.S. national or a lawful permanent alien; and may only serve two terms.

For a look at the programs in which this year's AmeriCorps members will serve, visit the following link: <http://chfs.ky.gov/olpa/dc/focus>.

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Never, rarely screened women the focus of Breast Cancer Awareness Month

Women who have never had a mammogram and those who rarely go for breast cancer screening are the target of Kentucky's efforts during Breast Cancer Awareness Month to raise awareness of the advantages of early breast cancer detection and treatment.



First Lady Glenna Fletcher, Secretary James W. Holsinger, M.D., and the Cabinet for Health and Family Services are encouraging women across Kentucky to help reduce their risk by simply calling their doctor and scheduling an exam.

"Only a few years ago, a diagnosis of breast cancer left a woman with little hope of recovery," said Mrs. Fletcher. "But today, with the help of early detection tests and emphasis on awareness, we are saving more lives than we were five years ago. Let's all remember and remind our loved ones of this important fact."

In Kentucky, 3,320 women were diagnosed with breast cancer in 2002 and 651 women died from breast cancer. The American Cancer Society predicts approximately 3,290 new cases of breast cancer will be diagnosed in Kentucky this year.

Early detection and prompt treatment can significantly reduce suffering and death from breast cancer. By law, all health plans must cover mammograms. Medical guidelines strongly recommend that women older than 40 have annual mammograms and women younger than 40 with a family history of breast cancer also get regular screenings.

The Kentucky Women's Cancer Screening Program (KWCSPP) in the Cabinet for Health and Family Services will focus its October awareness-raising campaign on women who have never had a mammogram or Pap test and those who haven't been screened in five years or longer.

"Never and rarely screened women aren't at any greater risk for breast cancer than women who get regular screenings, but they do run a far greater risk that the cancer will progress to a stage where it's difficult to treat and their odds of recovery are low before they seek medical attention," said Ruth Ann Shepherd, M.D., director of the Division of Adult and Child Health Improvement in the state's Department of Public Health.

The Kentucky Women's Cancer Screening Program provides breast cancer screening mammograms and Pap tests to eligible women through local health departments in

every county. To qualify for the program, women must be uninsured with incomes less than 250 percent of federal poverty guidelines. Annual screening mammograms are available to women ages 40-64 and women younger than 40 who have a family history of breast cancer.

Last year KWCSPP provided screening mammograms to 13,377 women in collaboration with local health departments.

National Mammography Day is Oct. 21. The KWCSPP is working with local health departments and women's health advocates to encourage all women ages 40-64 or younger women with risk factors for breast cancer to make an appointment to get a mammogram and a Pap test – and to keep that appointment. Some screening facilities offer low-cost mammograms during Breast Cancer Awareness Month.

"Sometimes all it takes is a little gentle persuasion from a loved one for a woman to find the time or overcome her fear or reluctance and go for a mammogram," said Brenda Combs, KWCSPP recruitment coordinator. "That's why we try to get our message out about early detection and regular screenings to spouses and significant others, children, parents, co-workers, even neighbors and community leaders who can often influence the women in their lives and in their communities better than doctors or advertisements."

For more information about breast cancer or screening services call your local health department or 1-800-4CANCER.

Mileage rate for October through December 2005

The mileage reimbursement rate for Oct. 1, 2005 through Dec. 31, 2005, will be 43 cents per mile.

The Cabinet will continue to closely monitoring gas prices and, in the event of a significant increase or decrease in fuel prices prior to the end of the quarter, may issue an emergency regulation to adjust the rate.

Travel should still be limited to that of an essential nature and employees are urged to use the state fleet when they travel on official business.



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CHFS Focus Health Tip of the Week: Leukemia Doesn't Discriminate

By Anne Parr, R.N.

Leukemia is a malignant disease (cancer) of the bone marrow and blood. Types of leukemia are grouped by the type of cell affected and by the rate of cell growth. It is characterized by the uncontrolled accumulation of blood cells. Anyone can get leukemia. Leukemia affects all ages and sexes and the specific cause of leukemia is still not known. Scientists suspect that viral, genetic, environmental or immunologic factors may be involved.



Each year, leukemia is diagnosed in about 29,000 adults and 2,000 children in the United States. Listed below are some additional facts about leukemia.

- Most cases occur in older adults; more than half of all cases occur after age 67.
- About 30 percent of cancers in children ages 0-14 years are leukemia.
- Incidence rates for all types of leukemia are higher among males than among females.
- Incidence rates for all types of cancer are 25 percent higher among Americans of African descent than among those of European descent.
- Leukemia is not one of the most frequently occurring cancers in minority groups. Leukemia incidence is highest among whites and lowest among American Indians/Alaskan natives.
- Leukemia rates are substantially higher for white children than for black children.
- Hispanic children of all races under the age of 20 have the highest rates of leukemia.

For more information about leukemia, visit <http://www.cancer.gov/cancertopics/wyntk/leukemia> or www.lls.org.

John Burt Appointed Mental Health/Mental Retardation Services Commissioner

Ft. Thomas Native to Provide Strong Leadership for MH/MR System

John Burt, Ed.D., has been appointed commissioner of the Department for Mental Health and Mental Retardation

Services (MH/MR) in the Cabinet for Health and Family Services (CHFS).

"I'm very pleased to announce Dr. Burt's appointment to this vital position," said CHFS Secretary James W. Holsinger Jr., M.D. "Our entire mental health and mental retardation system is in need of the kind of strong leadership and vision that Dr. Burt will provide. The Commonwealth is extremely fortunate to have someone with his caliber of experience on board during these challenging times."

Burt, a Ft. Thomas native, previously served as director of the division of administration and financial management in the Department for Public Health (DPH). He has an extensive 35-year background in health care in Kentucky, including managing medical and institutional advancement programs for hospitals, healthcare facilities, universities and a health insurance company. His 20 years of experience as a senior executive in hospital settings includes stints at St. Luke Hospitals of Ft. Thomas, Baptist Regional Medical Center of Corbin, Baptist Healthcare System of Louisville and Central Baptist Hospital of Lexington.

Burt received his Ed.D. degree from Vanderbilt University, his M.B.A. in hospital administration from Xavier University and his undergraduate degree from Western Kentucky University. He is a past member of the Kentucky Hospital Association Board of Trustees and the Kentucky Academy of Family Physicians Foundation Board, among many others.

"I'm honored to have the opportunity to participate in developing a new vision for how Kentucky takes care of individuals with mental health or mental retardation," said Burt.

MH/MR's mission is to provide leadership--in partnership with other agencies, groups and individuals--to prevent disability, build resilience in individuals and their communities, and facilitate recovery for people whose lives have been affected by mental illness, mental retardation, developmental disability, substance abuse or an acquired brain injury.

The Department for Disability Determination cooks for charity!

On Sept. 27 the Department for Disability Determination held a chili cook-off with all proceeds benefiting KECC. The chefs who participated in the cook-off were vying for three titles: Best Overall, Hottest and Most Unusual. After much deliberation (and a couple of trips back to get more

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chili) the judges made their final decision. "Three-Alarm 'Roadkill' Chili, by Timothy Gregg, M.D., won Best Overall. The Hottest award went to Heather Trent for her "Spicy Chicken Chili" and Libby Rohmann won for "Most Unusual." Thanks to all the participating chefs for a wonderful meal and great way to raise money for charity!

Recipes for each of the winning dishes are below:

Spicy Chicken Chili

2 cups of cooked chicken
3 cans of chicken stock (I use low sodium) + 1 can of water
1 large jar of great northern beans (do not drain)
1 can of green chilies
2 cloves of garlic, finely chopped
1 medium onion, chopped
1 stalk of celery, chopped
1 Tablespoon of cumin
1 Tablespoon of oregano
1 Tablespoon of black pepper
1 teaspoon of salt

Use 1 tablespoon of olive oil and sauté onions, garlic and celery until softened (do not brown). Add chicken stock, beans, chicken, chilies and spices and bring to a boil. Turn to medium low heat and simmer for one and one-half hours.

Three-Alarm "Roadkill" Chili

Bacon
Three lbs. ground chuck (or preferably ground bison)
One lb. Polish sausage (or bison bratwurst, if you can find it)
2-3 good sized onions
Three red sweet bell peppers
16 oz. tomato sauce
One dark beer
Cumin, oregano, fresh chopped garlic, chili powder
Hot peppers (habanero, jalapeno, pequin, or any really hot pepper available)

Brown meat in bacon grease, discarding bacon. Add tomato sauce and beer. Chop hot peppers, and add along with bell peppers and onion. Season to taste with cumin, oregano, garlic and chili powder.

Link to most unusual winner:

http://www.foodnetwork.com/food/recipes/recipe/0,1977,F00D_9936_31721,00.html

KECC Cup Standings

The Office of Fiscal Services has emerged as the new leader and has won the CHFS KECC Cup. The race for this traveling cup has become a tight one. However, OFS has shown much enthusiasm and had the highest participation for the Kentucky Employee Charitable Campaign, making them the winner for the fifth reporting period. Congratulations OFS! Keep up the good work and work toward defending your title during the next report.



Employee Enrichment

By Anya Armes Weber



Employee appreciation has been in the spotlight lately, but self-recognition has its place at work too. Remember to give yourself credit for a job well done or just being a steady, conscientious contributor to your team. Here are a few ways you can pat yourself on the back.

Reward yourself. When you've completed a difficult task, be sure you spend time doing something you really like, whether it's a treat during your afternoon break or a more substantial reward away from work. Some employees even set aside a personal "reward fund" for themselves as encouragement to complete difficult tasks.

Hang around "up" people. Both personally and professionally, cultivate relationships with people who are enthusiastic and excited about life. Being around positive people will give you a positive outlook too. Enthusiasm is contagious!

Take pride in your results. This is harder than it sounds for some people. But you should take the time to reflect on your accomplishments. Reviewing the details can help you formulate a plan to use as a foundation for success next time. Feel free to boast just a bit about things you've done well – to friends, family and, yes, even your supervisors.